

Environmental Activities

The Company's goal is to decrease its impact on the environment, engaging in environmentally balanced business activities.

Environmental Philosophy

The Company places the highest priority on the conservation of the global environment and local environments. As a member of the society responsible for passing on the green Earth to the next generation, it shall strive to both engage in environmentally considerate business activities and help conserve the global environment under the slogan, "The Earth is our shared resource."

Environmental Policies

As a dedicated automotive body frame component manufacturer, the Company shall promote environmental management activities through the united efforts of all employees to minimize the environmental impact of its business activities, products and services.

- ① The Company shall assess the environmental impact of all its business activities and actively work on environmental conservation.
- ② The Company shall recognize the importance of continuously improving the environment and preventing environmental pollution and shall actively commit itself to protecting the environment.
- ③ The Company shall comply with related environmental laws and regulations and other requirements and establish its own management standards to prevent environmental pollution.
- ④ The Company shall define purposes and set goals for its environmental protection activities and shall reduce its environmental burden and conduct business in harmony with the environment.
- ⑤ The Company shall ensure all employees are aware of and understand its environmental policy by posting copies of the policy around the Company's sites and providing them with environmental education.
- ⑥ The Company shall publish and make its environmental policy available to the general public. The Company shall conduct activities aimed at achieving a deeper level of communication with the community and society at large and actively cooperate in community- or society-based environmental conservation activities.



Photovoltaic Power Generation Facility

As part of social contribution activities, we have introduced photovoltaic power generation systems at Saitama Plant, Gunma Plant, and Shiga Plant to supply electricity from renewable energy. Total installed capacity is 3,167 kW and the CO₂ emission reduction impact is approximately 1,116 tons a year. As an enterprise contributing to the global environment, we will continue to take initiatives to reduce our environmental burden worldwide so that we can bring smiles to the faces of future generations of children.

People-Friendly, Comfortable Work Environments and Ample Employee Benefits



The company cafeteria supports employee health (Saitama Plant)



The cafeteria is a place where employees gather and communicate (Shiga Plant)



Kotoku employee dormitory (Shiga Plant)



Takekawa employee dormitory (Saitama Plant)



QC Club activities



Employees take part in an *ekiden* relay race



Union activities (ice and snow gathering)



Training and education